

New Hope Baptist Church

BIOGRAPHICAL SKETCH



New Hope
 BAPTIST CHURCH
 Since 1895

OUR MISSION STATEMENT

To bring people to Jesus and membership in His family. Develop them to Christ-like maturity and equip them for their ministry in the church and life mission in the World, in order to magnify God's name.

10 Aaron B. Samuels Blvd.
 Danbury, CT 06810

Service begins at 10:30 am
 every Sunday

www.newhopedanbury.org

Phone: (203) 748-5461

OUR VISION

To be a beacon of hope to the Greater Danbury community and the world.



THE BEGINNING...

New Hope Baptist Church was founded on February 16, 1895, in Danbury, Connecticut, by a group of Black individuals who had migrated from the South. Initially, these settlers, united by race rather than denomination, worshipped informally in various locations until Reverend Thomas Garnett and others formally organized the church.

Our Congregation...

The NHBC congregation is multigenerational with approximately 9% of congregants being young adults (18-39), 26% between the ages of 40-59, and 64% above the age of 60. We also have a growing children/youth population.



ABOUT DANBURY, CT

Danbury is located in Fairfield County, Connecticut, immediately east of the New York State border. The diverse mixture of cultures and socio-economic levels has produced a cosmopolitan balance in a city where there is a place for everyone. The schools, churches, and various organizations make it a great place to live and raise a family with a host of opportunities for entertainment and leisure time activities.

Who Are We?

NHBC prides itself on being a loving and welcoming church to a diverse group of worshippers of various ages and races within the Danbury area. We believe in servicing the community through outreach programs and events throughout the year, like our bi-weekly mobile food pantry and Christmas dinners for the homeless. Our ministries are structured around the principles of worship and fellowship, discipleship, evangelism, and service to encourage a spiritually healthy church. These ministries include the Deacon Ministry, Trustee Ministry, Women's/Men's Ministries, Children/Youth, and many more!

TITLE: Part-Time Senior Pastor of New Hope Baptist Church, Danbury, CT

DUTIES AND RESPONSIBILITIES

The duties listed below are the essential functions of the Senior Pastor:

A. Preaching and Worship Leader

1. Prepares and delivers creative and thought-provoking Biblically based sermons that inspire, challenge, and encourage the congregation to become fully devoted followers of Christ.
2. Lead weekly worship services, including Bible study and ordinances such as baptism and communion.
3. Collaborate with the worship team and church staff to plan worship programs and events.

B. Visioning and Discipleship

1. Provides leadership for the church and works collaboratively with leaders to develop plans for ministries, church growth, and vision
2. Ensures that all educational programs and classes (Bible Study, Sunday School, etc.) are grounded in biblical doctrines.
3. Encourage and support the congregation's spiritual growth through Bible studies and Christian education programs.

C. Staff Relations/ Church Leadership

1. Equip and develop leaders to enhance skills, drive execution and excellence, and advance the church's vision.
2. Seek to strengthen and maintain relationships while promoting unity within the Church
3. Assist staff and ministry leaders with planning and decision-making
4. Preside over Quarterly/Special Business Meetings and Joint Ministry Team meetings

D. Pastoral Care

1. Provide spiritual support and pastoral care to congregation members, including visiting the sick, , and offering prayer.
2. Officiate weddings, funerals, and other special services as needed or assign a designee.
3. Offer guidance to individuals and families navigating life challenges from a biblical perspective.

Additional Leadership Requirements

1. Leading the ministry of stewardship and partnering in the development and facilitation of the annual financial plan.
2. Represent the church in the community and participate in outreach activities.
3. Build relationships with other local churches and community organizations to promote collaboration within the community.

QUALIFICATIONS

1. Must currently live in the Tri-State Area (Connecticut, New Jersey, or New York)
2. A Master of Divinity degree (M.Div.) in theology, pastoral ministry, or a closely related field of study from an Association of Theological Schools- an accredited educational institution
3. Strong alignment with Baptist doctrine and the church's theological beliefs.
4. Pastoral Experience (Senior, Assistant, or Associate) with demonstrable successful results for a minimum of 5 years.
5. Must be licensed and ordained
6. Be an effective communicator with excellent communication, interpersonal, and leadership skills and proven experience preaching and teaching the Gospel of Jesus Christ. with the ability to relate to a diverse membership.
7. Experienced leader who can lead and inspire through times of change/challenge
8. Passionate for shepherding the saints – equipping them for Christian ministry

Personal Characteristics

1. Spiritually healthy, with a positive faith stance and a heart for God's people
2. Healthy self-esteem and emotional intelligence/stability
3. Flexible and adaptable
4. Patient, compassionate, and understanding
5. Good sense of humor and approachable
6. Energy and enthusiasm for the challenging work of ministry.

Working Conditions

1. May be required to/designate ministerial staff to travel to visit sick/grieving members and/or their families in hospitals and/or at home.
2. Schedule office hours as needed for pastoral care
3. Provides a means to be contacted (i.e., cell phone, email, etc.) during emergencies or when there is a specific need to be contacted by a member

Time Commitment:

- Approximately [20-35] hours per week, including sermon preparation, worship leadership, and pastoral care. Flexibility to address urgent pastoral needs as they arise

DIRECT REPORTS

1. NHBC Paid/Volunteer Office Staff
2. Associate Ministers Church Officers/Ministry leaders

COMPENSATION:

- Cash Salary & Housing Allowance - \$70-90K
- Four weeks of paid vacation per year
- Pastoral travel allowance
- Reimbursement for approved/select ministerial education/material

APPLICATION PROCESS:

Interested applicants should submit the following to NHBCPSC@newhopedanbury.org or mail to **PO Box 3223, Danbury, CT 06813:**

1. Completed Candidate application
 - Proof of education (official transcripts & proof of graduation sent directly to the church)
2. Self-Disclosure Agreement
3. Three (3) references to be included with the application
4. Provide a link or web address to a video of a sermon preached within the last twelve months.

STATUS:

Bi-vocational Candidates are encouraged to apply

SELF-DISCLOSURE AND RELEASE FORM
NEW HOPE BAPTIST CHURCH

PREAMBLE

When any clergy person engages in misconduct, the church is brought into disrepute, and all persons involved suffer. In addition, there can be legal repercussions from such acts of misconduct. Therefore, *New Hope Baptist Church* is committed to taking reasonable precautions to avoid such disrepute, suffering, and litigation. This Self-Disclosure and Release Form is an effort to properly and fairly screen all candidates. Your understanding and cooperation are deeply appreciated. Please check TRUE unless there is an ethical departure in your history.

1. I have never been the subject of official disciplinary proceedings in any denomination that I have been affiliated with that resulted in any of the following:

- | | | | | |
|--------------------------------------------|-------|------|-------|----------|
| a. Censure | _____ | true | _____ | not true |
| b. Suspension of recognition of ordination | _____ | true | _____ | not true |
| c. Withdrawal of recognition of ordination | _____ | true | _____ | not true |

2. No official disciplinary proceedings by a region, association, or church of any denomination I have been affiliated with are pending against me.

_____ true _____ not true

3. I have never been the subject of official disciplinary proceedings by another denomination that resulted in disciplinary action.

_____ true _____ not true

4. No official disciplinary proceedings by another denomination are pending against me.

_____ true _____ not true

5. I have never been the subject of official disciplinary proceedings by a professional association or guild that resulted in disciplinary action.

_____ true _____ not true

6. No official disciplinary proceedings by a professional association or guild are pending against me.

_____ true _____ not true

7. No civil lawsuit alleging actual or attempted sexual harassment, exploitation, or abuse; discrimination; physical abuse; child abuse; or financial misconduct has ever been successfully prosecuted against me, settled out of court, dismissed, or dropped because the statute of limitations had expired or any other reason.

_____ true _____ not true

8. My driver's license has never been suspended or revoked due to reckless driving, driving while intoxicated, or driving under the influence of controlled substances.

_____ true _____ not true

9. I have never been found guilty or pleaded guilty or no contest to felony criminal charges or had felony criminal charges dismissed or dropped because the statute of limitations had expired or any other reason.

_____ true _____ not true

10. Have you ever filed for bankruptcy

_____ true _____ not true

11 My employment has never been terminated for actual or attempted sexual harassment, exploitation, or abuse; discrimination; physical abuse; drug or alcohol abuse, child abuse; or financial misconduct by me, nor have I terminated my employment primarily to avoid facing such charges or to avoid being terminated because of such charges.

_____ true _____ not true

12. I know of no facts or circumstances regarding my background that would warrant further review of my fitness for ministry before my being entrusted with ministry responsibilities on behalf of a calling body.

_____ true _____ not true

Provide a short explanation for each complaint, proceeding, or action that caused you to answer “not true.” Give enough information for follow-up, including the date, nature, and place of each incident leading to a complaint, proceeding, or action; where and when each was adjudicated; and the disposition of the complaint(s). Indicate steps taken toward rehabilitation, if any. Use additional pages as needed.

13. In addition to the names used on this form, as an adult, I have been known by the following alias(es) during the time(s) indicated.

The information I have provided on this application is accurate to the best of my knowledge and may be verified by *New Hope Baptist Church*. I hereby authorize the *New Hope Baptist Church* to make any and all contacts necessary to verify my prior employment history and medical information and to inquire concerning any prior arrest or criminal records or any professional, religious, or judicial proceedings involving me as a defendant. By means of this release, I also authorize any previous employer, any physician who has treated me (specifically including any psychiatrist, mental health professional, or psychologist possessing information as to prior mental or emotional illnesses or drug or alcohol abuse), any professional pastoral care organization, any religious judicatory, and any law enforcement agencies or judicial authorities to release any and all requested information to *New Hope Baptist Church*.

I have read this release and understand fully that the information obtained may be used to deny me acceptance or assignment by *New Hope Baptist*. I also agree that I will hold harmless the prior employer, psychologist, psychiatrist, mental health professional, physician, professional pastoral care organization, religious judicatory, law enforcement authority, or judicial authority from all claims, liabilities, and cause of action for the release or the use of any information. My signature also indicates my commitment to notify *New Hope Baptist Church* of any future related matters if extended and an offer of employment at the church.

SIGNATURE

DATE

NAME

ADDRESS

New Hope Baptist Pastor Application

PASTOR APPLICATION FORM (Application deadline February 26, 2025, 11:59 pm EST)

PERSONAL INFORMATION	DATE _____
Name _____ <div style="display: flex; justify-content: space-between; font-size: small; margin-top: -10px;"> Last First Middle </div>	
Present address _____ <div style="display: flex; justify-content: space-between; font-size: small; margin-top: -10px;"> Street City State Zip </div>	
How long _____	Birth Date _____
Telephone: Home (____) _____ Business (____) _____ Cell (____) _____	
Email address: _____ Personal website address (if available): _____	
If hired, can you present proof of your legal right to live and work in this country? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	
Number of years lived in the U.S. _____	
Are you ordained? <input type="checkbox"/> YES <input type="checkbox"/> NO	
Date and Place of Ordination: _____	
Denomination: _____	

EDUCATIONAL BACKGROUND				
TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NO. OF YEARS COMPLETED	MAJOR & DEGREE*
College/University				
Vocational or Technical School				
Graduate School				
Other				

*Official transcripts for all degrees must be send directly from the institution to New Hope Baptist Church.

Additional Academic Experience (post-secondary)
 Please list courses attempted and whether or not completed; P/T or F/T; dates; institutions and awards received.

Please provide a link/web address to a sermon you have preached in the last 12 months.

WORK EXPERIENCE

Work Experience Please list your work and/or ministry experience for the **past five years, beginning with your most recent job**. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	

New Hope Baptist Pastor Application

Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		

LEADERSHIP ROLES

Leadership of a church involves several roles. Consider the following list (Note up to five you deem are most important and indicative of your ministry)

CHURCH LEADERSHIP RESPONSIBILITIES:

- General Pastoral Care
- Oversight and coordination of day-to-day operations of the church
- Preaching
- Management and Administration.
- Youth Ministry.
- Training, Counseling, Teaching and Mentoring.
- Outreach to the wider community.
- Support and oversight of staff and volunteers (leaders and coordinators of various activities)
- Collaborative decision making in boards or committees.
- Personal professional development.
- Networking, facilitating partnerships, promoting unity.

Please provide responses to the following New Hope Baptist Church's engagement questions as a separate attachment to your application:

Community Engagement Questions

1. **How have you engaged with local organizations, schools, or community leaders to build partnerships?**
 - What were the outcomes of these partnerships?
2. **What strategies have you used to encourage church members to participate in community service or outreach activities?**
 - How did you address challenges in getting members involved?
3. **Have you led or participated in interfaith or multicultural events within your community?**
 - How did these experiences shape your approach to ministry?

Christian Education Program Development Questions

1. **Describe your experience in designing and implementing Christian education programs for adults and youth.**
 - What curricula or resources have you used?

2. **What methods have you used to train and equip teachers or volunteers for Christian education ministries?**
 - How did you ensure they were well-prepared to lead classes or small groups?
 3. **What do you see as the key components of an effective Christian education program for adults and youth?**
 - a. How do you address the differing spiritual needs of these groups?
-

Situational and Behavioral Questions

1. **How do you engage parents and guardians in the faith development of their children and youth?**
-

Financial Management Questions

1. **What is your experience with financial transparency and reporting to church leadership or the congregation?**
 - How do you ensure accountability in financial matters?
 2. **How have you helped educate church members about stewardship and giving?**
 - Can you share an example of a successful stewardship initiative you led?
-

Staff Development Questions

1. **What is your experience in recruiting, mentoring, and developing church staff or volunteer leaders?**
 - Provide an example of a time you helped someone grow into a leadership role.

New Hope Baptist Pastor Application

PROFESSIONAL REFERENCES

Please provide three references – 1) Professional training and experience and 2) that speak to your spiritual experience and Christian service. All references are to be included with the application.

Name/Complete Address	Phone	Position

What is your total desired compensation: \$ _____

AGREEMENT (PLEASE READ CAREFULLY BEFORE SIGNING)

Please Read Carefully, Initial Each Paragraph, and Sign Below

<p>_____</p> <p>Initials</p>	<p>I certify that all the information in this application is accurate and complete to the best of my knowledge. I have not knowingly withheld any information that might adversely affect my chances for employment. I understand that misleading or false statements will constitute sufficient cause for refusal of hire or termination of my employment.</p>
<p>_____</p> <p>Initials</p>	<p>I understand that neither the acceptance of this application nor the subsequent entry into any employment relationship with New Hope Baptist Church creates an actual or implied employment contract. I understand that if I accept employment with New Hope Baptist Church, it will be on an at-will basis. This means that either New Hope Baptist Church or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.</p>
<p>_____</p> <p>Initials</p>	<p>I understand that as part of the final candidate selection process, I consent to undergo a complete background and fingerprint check before the extension of employment.</p>

Signature of applicant _____ **Date:** _____